

EEO Utilization Report

Organization Information

Name: Lyon County Sheriff's Office

City: Yerington

State: NV

Zip: 89447

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

It is the policy of the Lyon County Sheriffs Office (Agency) to provide equal employment opportunity for all applicants and employees. The Agency does not tolerate discrimination on the basis of race, color, religion, age, gender, sexual orientation, national origin, ancestry, disability, veteran status, genetic information, or any other basis prohibited by law. It is the policy of the Agency to ensure that all employment decisions are made without regard to any persons membership in any of the above classes. This includes decisions pertaining to hiring, compensation, benefits, transfers, layoffs, training, discipline, and any other term or condition of employment. It is also the policy of the Agency to provide reasonable accommodations for qualified individuals with disabilities. The Agency strives for full compliance with these policies and with all applicable federal, state, and local laws prohibiting discrimination in employment.

Step 4b: Narrative of Interpretation

The Utilization Analysis (see pages 4 - 6 below) reflects the following statistically significant underrepresentation: White females are underrepresented in the "protective services-sworn-patrol officers" category. We interpret the results of this analysis to indicate that additional measures should be taken to encourage more women--of any race and ethnic background--to apply for sworn law enforcement positions.

Step 5: Objectives and Steps

1. Identify any barriers to the employment of women in sworn law enforcement positions.

- a. The Agency will arrange to meet with female recruits to find out how they learned about the opportunity to become a Sheriff's Deputy. The Agency will also inquire whether anything might be done to encourage more women to become Sheriff's Deputies. Based on the feedback, the Agency will discuss with Lyon County Human Resources any potential initiatives to encourage more women to apply.
- b. The Agency will meet annually with Lyon County Human Resources to discuss whether anything in its recruitment or training practices, other than testing and training for bona fide occupational qualifications, serves as a potential deterrent to women applicants or trainees. To the extent such deterrents exist, the Agency will work with Human Resources to eliminate them.

2. Target women in recruitment campaigns for sworn law enforcement positions.

- a. The Agency will meet with Lyon County Human Resources to discuss additional ways to generate more female applicants for sworn law enforcement positions. The Agency will implement any suggested initiatives following this meeting and assess the efficacy of those initiatives on a yearly basis, or more frequently as needed.

Step 6: Internal Dissemination

1. Disseminate the EEOP Utilization Report to all Agency staff via e-mail.
2. Post a copy of the EEOP Utilization Report on the Agency's website.
3. Maintain hard copies of the EEOP Utilization Report in the Sheriff's Office and at the Office of Lyon County Human Resources.

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the Agency's website.
2. Link to EEOP Utilization Report on job postings.

Utilization Analysis Chart
Relevant Labor Market: Lyon County, Nevada

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	810/58%	25/2%	0/0%	0/0%	70/5%	0/0%	15/1%	35/3%	390/28%	40/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-8%	-2%	0%	0%	-5%	0%	-1%	-3%	22%	-3%	0%	0%	0%	0%	0%	0%
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	590/34%	160/9%	0/0%	10/1%	0/0%	0/0%	20/1%	0/0%	835/48%	95/5%	0/0%	20/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	85/75%	15/13%	0/0%	10/9%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	13/87%	1/7%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	255/80%	20/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/6%	25/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	7%	0%	7%	0%	0%	0%	0%	0%	-6%	-8%	0%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	51/85%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/7%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,165/52%	325/14%	25/1%	4/0%	0/0%	0/0%	15/1%	10/0%	535/24%	145/6%	0/0%	4/0%	0/0%	0/0%	20/1%	0/0%
Utilization #/%	33%	-8%	-1%	-0%	0%	0%	-1%	-0%	-17%	-5%	0%	-0%	0%	0%	-1%	0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Administrative Support																
Workforce #/%	6/19%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	21/68%	3/10%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%
CLS #/%	855/24%	60/2%	55/2%	15/0%	0/0%	0/0%	25/1%	0/0%	2,230/62%	189/5%	40/1%	50/1%	90/2%	10/0%	4/0%	0/0%
Utilization #/%	-4%	-2%	-2%	-0%	0%	0%	-1%	0%	6%	4%	-1%	-1%	-2%	3%	-0%	0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	915/76%	180/15%	0/0%	20/2%	0/0%	0/0%	25/2%	0/0%	65/5%	0/0%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,665/35%	740/15%	50/1%	30/1%	10/0%	0/0%	0/0%	10/0%	1,795/37%	340/7%	0/0%	45/1%	20/0%	20/0%	0/0%	70/1%
Utilization #/%																

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers									✓							

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Captain																
Workforce #/%	1/50%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	4/80%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	8/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	51/85%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/7%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Eric Milavsky

Lyon County Human Resources Director

02-25-2019

[signature]

[title]

[date]